



**University Hospitals
of North Midlands**
NHS Trust

Royal Stoke University Hospital
Data, Security and Protection
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Ref: FOIA Reference 2022/23-656

Date: 2nd March 2023

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 13th February 2023 requesting information under the Freedom of Information Act (2000) regarding Armed Forces Veterans

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 I am writing to you under the Freedom of Information Act 2000 to request the following information about Armed Forces Veterans directly employed by your organisation.

Please provide me with the following information (responses to be entered in the column for the relevant Financial Year):

Question	FY 2019/20	FY 2020/21	FY 2021/22
Number of Armed Forces Veterans who were newly appointed by your organisation (i.e. not internal transfers)			
Percentage of Veterans who commenced employment between 1 April and 30 September of the relevant Financial Year, who were still in your employment as at 31 March of that same Financial Year (i.e. commenced employment on 1 June 2021 and were still employed as at 31 March 2022)			
Employee turnover for Veterans only			
Employee turnover for all other employees (excluding Veterans)			
Number of Veterans who were issued with written warnings or final written warnings under your HR policies and procedures			

Number of Veterans who were dismissed under your HR policies and procedures (excluding terminations due to failed probationary period and redundancy)			
Number of Veterans whose employment was terminated due to failing their probationary period			
Number of Veterans who were made redundant			
Sickness absence rate amongst Veterans			
Sickness absence rate for all other employees (excluding Veterans)			
Percentage of Veterans' sickness absence periods where the absence reason was mental health (including depression, stress, anxiety and PTSD)			

Calculations to be used:

Sickness absence rate = Total absence (hours or days) in the period x 100
Possible total (hours or days) in the period

Employee turnover = Total number of leavers over Financial Year x 100
Average total number employed over Financial Year

A1 I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in these questions is not held centrally, but may be recorded in individual staff records. In order to confirm whether this information is held we would therefore have to individually access all individual staff records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive*. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all individual staff records and then extracting relevant information would take longer than the 18 hours allowed for. In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

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<http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records